

Geographic Salary Differentials Report

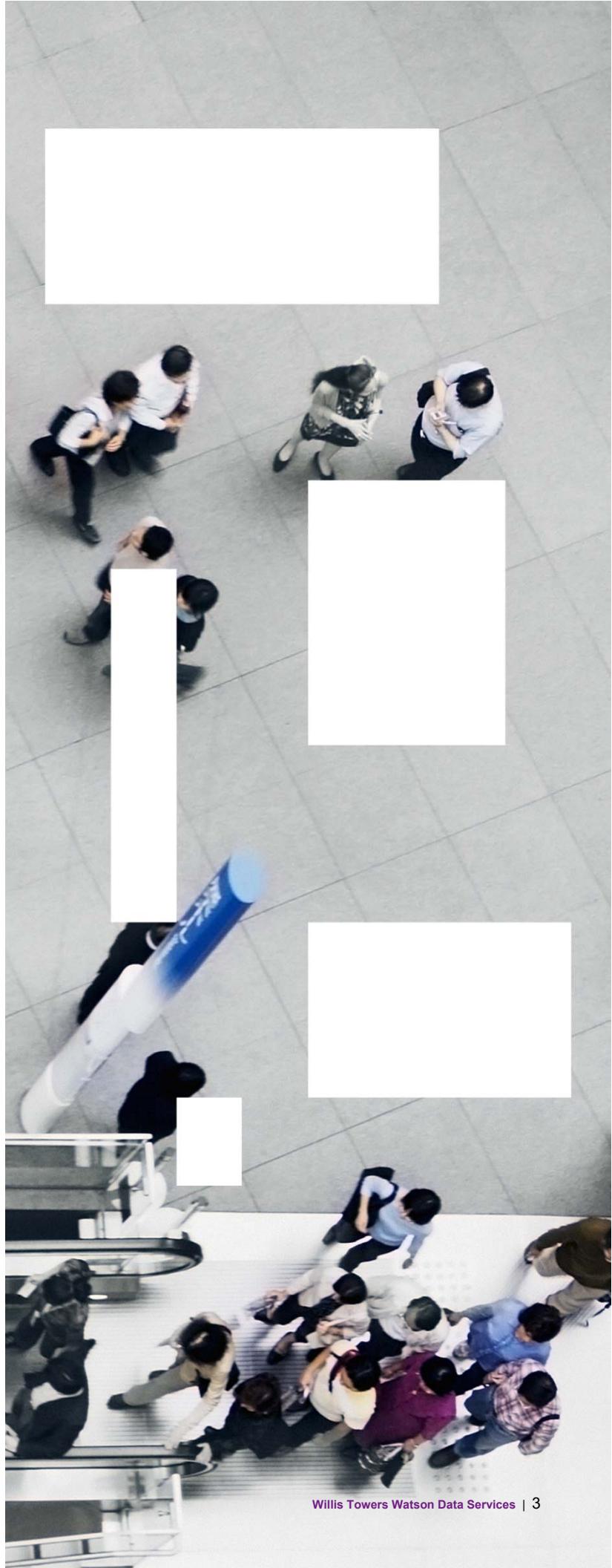
Asia Pacific
2020

Sample Page



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Sample Country

Geographic Differences Snapshot

Urbanization Statistics

Urban population (as % total population)	30%
Population of largest city (% of urban population)	10%
Urbanization Growth (% as of 2016)	3.3%
Metro areas with 1 million or more inhabitants	110

National Data

Population (millions)	8841
Nominal GDP (in USD billions)	1,117
Capital City	sample city

Largest Metropolitan Areas

City	Population (millions)
City A	20.6
City B	11.9
City C	14.0
City D	19.1
City E	11.0

Sample Country

Geographic Salary Differentials by Career Level

2020 Ratios - vs. National Average

	Salary Differentials					
	Business Unit Head and Country Manager	Executive	Middle Management and Senior Professional	Supervisory and Professional	Technical and Business Support	Production and Manual Labor
City A	0.96	0.96	1.05	1.18	1.25	1.18
City B	0.68	0.78	0.78	0.80	0.89	0.86
City C	0.73	0.99	0.81	0.86	0.94	0.88
City D	0.79	0.92	0.75	0.81	0.88	0.77
City E	0.83	0.86	0.84	0.86	0.97	0.92
City F	0.50	0.60	0.88	0.91	1.01	0.83
City G	0.97	0.98	0.95	1.03	1.08	1.17
City H	0.76	0.82	0.88	0.97	1.01	1.19
City I	0.58	0.44	0.80	0.89	0.97	1.01
City J	0.85	0.84	0.82	0.92	0.95	0.88
City K	1.13	1.10	1.14	1.17	1.25	1.18
City L	1.05	0.97	0.99	1.11	1.15	1.17
City M	1.12	0.68	0.85	0.86	0.95	0.94
City N	0.88	0.87	0.83	0.91	0.91	1.07
City O	0.82	0.91	0.82	0.85	0.91	0.96
City P	0.74	0.81	0.78	0.81	0.96	0.94

Sample Country

Geographic Salary Differentials by Career Level (continued)

2020 Ratios - vs. Sample City (Differential Equal to 1.00)

	Salary Differentials					
	Business Unit Head and Country Manager					
City A	0.85	0.87	0.92	1.00	1.00	1.00
City B	0.60	-	0.68	0.68	0.71	0.73
City C	0.64	0.90	0.71	0.73	0.75	0.75
City D	0.70	0.84	0.66	0.69	0.70	0.65
City E	0.74	0.79	0.73	0.73	0.78	0.78
City F	-	-	0.77	0.78	0.81	0.71
City G	0.85	0.89	0.84	0.88	0.86	1.00
City H	0.67	0.75	0.77	0.83	0.81	1.02
City I	0.51	0.40	0.70	0.76	0.78	0.86
City J	0.75	-	0.72	0.78	0.76	0.75
City K	1.00	1.00	1.00	1.00	1.00	1.00
City L	0.92	0.88	0.87	0.94	0.92	1.00
City M	0.99	0.62	0.74	0.74	0.76	0.80
City N	0.78	0.79	0.73	0.78	0.73	0.91
City O	0.73	0.83	0.72	0.72	0.73	0.82
City P	0.65	0.73	0.69	0.69	0.77	0.80